

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

Company's Name:		Address	S:							Phone	No.:			Payroll No.:				
																	NASS PACHI	3 2hans
Employer's Signature:	_	Title:								Contra	ct No:	Tax Payer I	D Number	Work We	ek Ending:			
Awarding Authority's Name:		Public \	Vorks	Project	Name:					Public	Works F	Project Loc	ation:	Min. Wag	e Rate She	et Number		33
												35						
General / Prime Contractor's	Name:	Subcon	tractor	's Nam	e:							"Employer"	Hourly Fring	je Benefit C	ontributions			
																(B+C+D+E)	(A x F)	
Employee Name & Complete	Work	Employee is OSHA 10	Appr. Rate			Ho	ours Wo	rked		1	Project Hours (A)	Hourly Base Wage	Health & Welfare Insurance	ERISA Pension Plan	Supp. Unemp.	Total Hourly Prev. Wage	Project Gross Wages	Check No.
Address	Classification:	certified (?)	(%)	Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.	All Other Hours	(B)	(C)	(D)	(E)	riev. vvage	Total Gross Wages	(H)
													. Xi					
Are all apprentice employee			-	_										YES] NO		
For all apprentices performing by the Massachusetts Department of MGL c. authority by first-class mail	artment of Labor 149, s. 27B, eve	· Standaı ery contr	rds / Di actor a	ivision and sub	of App contra	rentice actor is	Stand: require	ards. ed to su	ubmit a	true a	ınd accı	urate copy		ertified we	ekly payrol		the award	

Date Received by Awarding Authority

commencement of a criminal action or the issuance of a civil citation.

Page _____

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

_	, 20
[,	
(Name of signatory party)	(Title)
do hereby state:	
That I pay or supervise the payn	nent of the persons employed by
	on the
(Contractor, subcontractor or public body)	
and that all mechanics and apprentices,	teamsters, chauffeurs and laborers employed on
aid project have been paid in accordance	ce with wages determined under the provisions of
ections twenty-six and twenty-seven of	f chapter one hundred and forty nine of the
General Laws.	
Signa	ature



THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES Secretary

MICHAEL FLANAGAN

KIM DRISCOLL Lt. Governor

Lt. Governor

Awarding Authority: Northbridge DPW

Contract Number: City/Town: NORTHBRIDGE

Description of Work: This project will see the replacement of all sewer, water and drainage mains on Church Avenue. Also will there

will be replacement and addition of concrete sidewalks.

Job Location: Church Avenue, Northbridge Mass

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 636-6953
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date: 03/10/2025 **Wage Request Number:** 20250310-034

CONSTRUCTION CALA TLY INTENT A COUNTY NO. 10 2006 8 01/01/2025 \$39.95 \$15.57 \$20.17 \$0.00 \$75.69 CALA TLY INTENT A COUNTY NO. 10 2006 8 06/01/2025 \$40.95 \$15.57 \$20.17 \$0.00 \$75.69 12/01/2025 \$40.95 \$15.57 \$21.78 \$0.00 \$75.90 06/01/2026 \$40.95 \$16.17 \$21.78 \$0.00 \$75.90 06/01/2026 \$41.95 \$16.17 \$21.78 \$0.00 \$75.90 36 AXLE) DRIVER - EQUIPMENT 01/01/2025 \$41.02 \$15.57 \$20.17 \$0.00 \$75.76 12/01/2025 \$41.02 \$15.57 \$20.17 \$0.00 \$75.76 12/01/2026 \$41.02 \$15.57 \$20.17 \$0.00 \$75.76 12/01/2026 \$41.02 \$15.57 \$20.17 \$0.00 \$75.76 12/01/2026 \$41.02 \$15.57 \$20.17 \$0.00 \$75.89 12/01/2026 \$41.02 \$15.57 \$20.17 \$0.00 \$75.88 12/01/2026	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAINSTEAN JOINT COUNCE NO. 10 2006 8 10 10 10 10 10 10 10	Construction					o nompro y mone	
	(2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
		12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
12/01/2026 S41.95 S16.17 S23.52 S0.00 S81.64 10/10/2027 S41.95 S16.77 S23.52 S0.00 S82.24 10/10/2025 S41.02 S15.57 S20.17 S0.00 S75.76 12/01/2025 S41.02 S15.57 S20.17 S0.00 S76.76 12/01/2025 S41.02 S15.57 S20.17 S0.00 S76.76 12/01/2026 S41.02 S15.57 S20.17 S0.00 S78.37 12/01/2026 S41.02 S15.57 S20.17 S0.00 S78.37 12/01/2026 S41.02 S15.57 S20.17 S0.00 S78.37 12/01/2026 S42.02 S16.17 S23.52 S0.00 S78.37 12/01/2026 S42.02 S16.17 S23.52 S0.00 S78.37 12/01/2026 S42.02 S16.17 S23.52 S0.00 S82.31 14.8 S AXLE) DRIVER - EQUIPMENT 10/01/2027 S42.02 S16.17 S23.52 S0.00 S75.88 12/01/2025 S41.14 S15.57 S20.17 S0.00 S75.88 12/01/2025 S41.14 S15.57 S20.17 S0.00 S76.88 12/01/2025 S41.14 S15.57 S20.17 S0.00 S76.88 12/01/2026 S42.14 S16.17 S23.52 S0.00 S78.39 12/01/2026 S42.14 S16.17 S23.52 S0.00 S79.59 12/01/2026 S42.14 S16.17 S23.52 S0.00 S79.59 12/01/2026 S42.20 S62.5 S77.70 S0.00 S79.59 12/		01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
3		06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
(3 AXLE) DRIVER - EQUIPMENT TREMBTERS JOINT COUNCIL NO. 10 ZONE B (601/2025 S41.02 S15.57 S20.17 S0.00 \$75.76 12/01/2025 S41.02 S15.57 S20.17 S0.00 \$78.76 12/01/2025 S41.02 S15.57 S20.17 S0.00 \$78.87 12/01/2026 S41.02 S16.17 S21.78 S0.00 \$78.97 12/01/2026 S42.02 S16.17 S21.78 S0.00 \$78.97 12/01/2026 S42.02 S16.17 S21.78 S0.00 \$78.97 12/01/2026 S42.02 S16.17 S21.78 S0.00 \$79.97 12/01/2026 S42.02 S16.17 S23.52 S0.00 S81.71 10/10/2027 S42.02 S16.77 S23.52 S0.00 S81.71 10/10/2025 S40.14 S15.57 S20.17 S0.00 S75.88 12/01/2025 S41.14 S15.57 S20.17 S0.00 S75.88 12/01/2025 S41.14 S15.57 S20.17 S0.00 S76.89 12/01/2025 S41.14 S15.57 S20.17 S0.00 S76.89 12/01/2025 S41.14 S15.57 S20.17 S0.00 S76.89 12/01/2026 S42.14 S16.17 S21.78 S0.00 S78.49 11/01/2026 S41.14 S16.17 S21.78 S0.00 S78.49 11/01/2026 S41.14 S16.17 S21.78 S0.00 S78.49 11/01/2026 S42.14 S16.17 S21.78 S0.00 S78.49 11/01/2026 S42.14 S16.17 S21.78 S0.00 S78.49 11/01/2026 S42.14 S16.17 S21.78 S0.00 S78.49 11/01/2027 S42.14 S16.17 S23.52 S0.00 S82.43 11/01/2028 S42.00 S86.5 S17.70 S0.00 S73.61 11/01/2028 S43.80 S86.5 S17.70 S0.00 S73.61 11/01/2028 S43.80 S86.5 S17.80 S0.00 S73.71 11/01/2028 S43.80 S86.5 S17.80 S0.00 S68.55 11/01/2028		12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
		01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
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	TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
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A S AXLE DRIVER - EQUIPMENT		12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
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10/10/12026 \$41.14 \$16.17 \$21.78 \$0.00 \$79.09 16/01/2026 \$42.14 \$16.17 \$21.78 \$0.00 \$80.09 12/01/2026 \$42.14 \$16.17 \$21.78 \$0.00 \$81.83 12/01/2026 \$42.14 \$16.17 \$23.52 \$0.00 \$81.83 12/01/2027 \$42.14 \$16.77 \$23.52 \$0.00 \$82.43 ADS/SUBMERSIBLE PILOT \$8/01/2024 \$117.16 \$10.08 \$24.29 \$0.00 \$82.43 ADS/SUBMERSIBLE PILOT \$8/01/2024 \$41.61 \$9.65 \$17.70 \$0.00 \$67.96 LABORERS - ZONE 2 \$6/01/2025 \$42.00 \$9.65 \$17.70 \$0.00 \$69.35 12/01/2025 \$43.38 \$9.65 \$17.70 \$0.00 \$70.73 12/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$70.73 12/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$70.00 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$75.01 For apprentice rates see "Apprentice-LABORER" \$12/01/2024 \$40.61 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice-LABORER" \$12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$43.38 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$44.82 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$44.82 \$9.65 \$17.80 \$0.00 \$79.51 For apprentice rates see "Apprentice-LABORER" \$12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$79.83 For apprentice rates see "Apprentice-LABORER" \$12/01/2024 \$44.82 \$9.65 \$17.80 \$0.00 \$79.83 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) \$12/01/2024 \$44.82 \$9.65 \$17.80 \$0.00 \$79.371 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) \$12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) \$12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35	TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
Name		12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
12/01/2026 \$42.14 \$16.17 \$23.52 \$0.00 \$81.83		01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
No.		06/01/2026			\$21.78	\$0.00	\$80.09
No.		12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (200E 2) For apprentice rates see "Apprentice-PILE DRIVER" AIR TRACK OPERATOR LABORERS - ZONE 2 12/01/2024 12/01/2025 12/01/2025 12/01/2026 12/01/2026 12/01/2026 12/01/2027 12/01/2027 12/01/2027 12/01/2027 12/01/2028 12/01/20		01/01/2027			\$23.52	\$0.00	
AIR TRACK OPERATOR LABORERS - ZONE 2 12/01/2024 \$40.61 \$9.65 \$17.70 \$0.00 \$67.96 12/01/2025 \$42.00 \$9.65 \$17.70 \$0.00 \$69.35 12/01/2025 \$43.38 \$9.65 \$17.70 \$0.00 \$70.73 06/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$70.73 12/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$70.73 12/01/2026 \$46.26 \$9.65 \$17.70 \$0.00 \$73.61 06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$73.61 06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice- LABORER" AIR TRACK OPERATOR (HEAVY & HIGHWAY) 12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$68.06 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$73.71 ASDESTOS WORKER (PIPES & TANKS) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
ABBORERS - ZONE 2	For apprentice rates see "Apprentice- PILE DRIVER"						
06/01/2025 \$42.00 \$9.65 \$17.70 \$0.00 \$69.35 12/01/2025 \$43.38 \$9.65 \$17.70 \$0.00 \$70.73 06/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$72.17 12/01/2026 \$46.26 \$9.65 \$17.70 \$0.00 \$73.61 06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$76.51 06/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice- LABORER" AIR TRACK OPERATOR (HEAVY & HIGHWAY) 12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$68.06 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$70.83 For apprentice- rates see "Apprentice- LABORER (Heavy and Highway) ASSBESTOS WORKER (PIPES & TANKS) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	AIR TRACK OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
06/01/2026 \$44.82 \$9.65 \$17.70 \$0.00 \$72.17 12/01/2026 \$46.26 \$9.65 \$17.70 \$0.00 \$73.61 12/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$73.61 06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$76.51 06/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice- LABORER" AIR TRACK OPERATOR (HEAVY & HIGHWAY) 12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$68.06 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$43.38 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	LABORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
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06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$76.51 06/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice- LABORER"		06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
06/01/2027 \$47.71 \$9.65 \$17.70 \$0.00 \$75.06 12/01/2027 \$49.16 \$9.65 \$17.70 \$0.00 \$76.51 06/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01 12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51 For apprentice rates see "Apprentice- LABORER"		12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
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O6/01/2028 \$50.66 \$9.65 \$17.70 \$0.00 \$78.01		12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
12/01/2028 \$52.16 \$9.65 \$17.70 \$0.00 \$79.51		06/01/2028			\$17.70	\$0.00	
AIR TRACK OPERATOR (HEAVY & HIGHWAY) 12/01/2024 \$40.61 \$9.65 \$17.80 \$0.00 \$68.06 06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$43.38 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$72.27 12/01/2026 \$46.26 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35		12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$43.38 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$72.27 12/01/2026 \$46.26 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 12/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	For apprentice rates see "Apprentice- LABORER"						
06/01/2025 \$42.00 \$9.65 \$17.80 \$0.00 \$69.45 12/01/2025 \$43.38 \$9.65 \$17.80 \$0.00 \$70.83 06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$72.27 12/01/2026 \$46.26 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 12/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
06/01/2026 \$44.82 \$9.65 \$17.80 \$0.00 \$72.27 12/01/2026 \$46.26 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
12/01/2026 \$46.26 \$9.65 \$17.80 \$0.00 \$73.71 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35		12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35		06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
ASBESTOS WORKER (PIPES & TANKS) 12/01/2024 \$42.80 \$14.50 \$11.05 \$0.00 \$68.35 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35		12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) 06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35							
06/01/2025 \$43.80 \$14.50 \$11.05 \$0.00 \$69.35	ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
12/01/2025 \$44.80 \$14.50 \$11.05 \$0.00 \$70.35	HEM & I ROSI INSOLATORS LOCAL V (WORCESTER)	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
		12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
LABONENS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
of Entitled EntitleEnd Local F	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
English and the state of the st	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS" PARCO TYPE HIMPING TAMPER				0.4 = =0	00.00	
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
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Wage Request Number: 20250310-034

Issue Date: 03/10/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
EIDOREIG - ZONE 2 (IIEN I CHIOIWAI)	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Appr	entice - BOILERMAKER - L	local 29					
Effec Step	percent 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	te
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.5	7
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.5	7
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.9	8
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.4	0
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.8	2
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.2	5
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.6	6
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.1	0
Notes							
ĺ							
Appr	entice to Journeyworker Rat	io:1:4					
	FICIAL MASONRY (INCL. 1	MASONRY 02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
WATERPROOFING) BRICKLAYERS LOCAL 3 (V	VORCESTER)	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
		02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
		08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75
		02/01/2027	\$70.76	\$11.49	\$22.90	\$0.00	\$105.15

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Supplemental **Total Rate**

Step 1 2 3 4 5 Notes: Apprent BULLDOZER/GRADER PERATING ENGINEERS LOCO For apprentice rates see "A		\$31.83 \$38.20 \$44.56 \$50.93 \$57.29 Apprentice Base Wage \$32.91 \$39.49 \$46.07 \$52.65 \$59.23 	\$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$56.40 \$57.68	\$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$16.50	\$66.2 \$72.5 \$78.9 \$85.3 \$91.6 Total Rat \$67.3 \$73.8 \$80.4 \$87.0 \$93.6	9 5 2 8 8 4
Effective Step 1 2 3 4 5 Notes: Notes: Apprent ULLDOZER/GRADER PERATING ENGINEERS LOC For apprentice rates see "A AISSON & UNDERPINATION AL For apprentice rates see "A AISSON & UNDERPINATION AL For apprentice rates see "A AISSON & UNDERPINATION AL AISSON & UNDERPINATION AL For apprentice rates see "A AISSON & UNDERPINATION AL AISSON & UNDERPINATION AL AISSON & UNDERPINATION AL AISSON & UNDERPINATION AL For apprentice rates see "A AISSON & UNDERPINATION AL AISSON	70 80 90 ve Date - 08/01/2025 percent 50 60 70 80 90 ————————— ntice to Journeyworker Ratio:1:5 R/SCRAPER	\$44.56 \$50.93 \$57.29 Apprentice Base Wage \$32.91 \$39.49 \$46.07 \$52.65 \$59.23 	\$11.49 \$11.49 \$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$156.40 \$57.68	\$22.90 \$22.90 \$22.90 Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55 \$15.55	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$78.9 \$85.3 \$91.6 Total Rat \$67.3 \$73.8 \$80.4 \$87.0 \$93.6	5 2 8 8 de 0 8 6 4 2 \$88.45
Effective Step 1 2 3 4 5 Notes: Apprent JLLDOZER/GRADER For apprentice rates see "A AISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A AISSON & UNDERPIN	80 90 ve Date - 08/01/2025 percent 50 60 70 80 90 — — — — — — — — — — — — — — — — — — —	\$50.93 \$57.29 Apprentice Base Wage \$32.91 \$39.49 \$46.07 \$52.65 \$59.23	\$11.49 \$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$156.40 \$57.68	\$22.90 \$22.90 Pension \$22.90 \$22.90 \$22.90 \$22.90 \$15.55 \$15.55	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$85.3 \$91.6 Total Rat \$67.3 \$73.8 \$80.4 \$87.0 \$93.6	2 8 8 6 6 4 2 \$88.45
Effective Step 1 2 3 4 5 Notes: Apprent JLLDOZER/GRADER ERATING ENGINEERS LOCK For apprentice rates see "A AISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A AISSON & UNDERPIN	90 ve Date - 08/01/2025 percent 50 60 70 80 90 — — — — — — — — — — — — — — — — — — —	\$57.29 Apprentice Base Wage \$32.91 \$39.49 \$46.07 \$52.65 \$59.23	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$56.40 \$57.68	\$22.90 Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55 \$15.55	\$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.50	\$91.6 Total Rat \$67.3 \$73.8 \$80.4 \$87.0 \$93.6	8 te 0 8 6 4 2 \$88.45
Effective Step 1 2 3 4 5 Notes: Notes: Apprent JLLDOZER/GRADER For apprentice rates see "A AISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A AISSON & UNDERPIN	ve Date - 08/01/2025 percent 50 60 70 80 90 — — — — — — — — — — — — — — — — — — —	Apprentice Base Wage \$32.91 \$39.49 \$46.07 \$52.65 \$59.23	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$56.40 \$57.68	Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.50	Total Rat \$67.3 \$73.8 \$80.4 \$87.0 \$93.6	\$88.45
Step 1 2 3 4 5 Notes: Apprent ULLDOZER/GRADER PERATING ENGINEERS LOC For apprentice rates see "A AISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A AISSON & UNDERPIN	percent 50 60 70 80 90 mtice to Journeyworker Ratio:1:5 R/SCRAPER	\$32.91 \$39.49 \$46.07 \$52.65 \$59.23 	\$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$56.40 \$57.68	\$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.50	\$67.3 \$73.8 \$80.4 \$87.0 \$93.6	0 8 6 4 2 \$88.45
1 2 3 4 5 Notes: Notes: Apprent ULLDOZER/GRADER ERATING ENGINEERS LOC For apprentice rates see "A AISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A AISSON & UNDERPIN	50 60 70 80 90 — — — — — — — — — — — — — — — — — — —	\$32.91 \$39.49 \$46.07 \$52.65 \$59.23 	\$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$56.40 \$57.68	\$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$15.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.3 \$73.8 \$80.4 \$87.0 \$93.6	0 8 6 4 2 \$88.45
2 3 4 5 Notes:	60 70 80 90	\$39.49 \$46.07 \$52.65 \$59.23 ————————————————————————————————————	\$11.49 \$11.49 \$11.49 \$11.49 ————————————————————————————————————	\$22.90 \$22.90 \$22.90 \$22.90 \$25.55 \$15.55	\$0.00 \$0.00 \$0.00 \$0.00	\$73.8 \$80.4 \$87.0 \$93.6	8 6 4 2 \$88.45
3 4 5 Notes: Notes: Apprent ULLDOZER/GRADER ERATING ENGINEERS LOC For apprentice rates see "A USSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A USSON & UNDERPIN	70 80 90	\$46.07 \$52.65 \$59.23 	\$11.49 \$11.49 \$11.49 ————————————————————————————————————	\$22.90 \$22.90 \$22.90 \$15.55 \$15.55	\$0.00 \$0.00 \$0.00 	\$80.4 \$87.0 \$93.6	\$88.45
Apprend Appren	80 90 ntice to Journeyworker Ratio:1:5 R/SCRAPER	\$52.65 \$59.23 ————————————————————————————————————	\$11.49 \$11.49 — — — — — — — — — — — — — — — — — — —	\$22.90 \$22.90 	\$0.00 \$0.00 	\$87.0 \$93.6 	\$88.45
Apprentice rates see "A ISSON & UNDERPIN For apprentice rates see "A ISSON & UNDERPIN TOTAL TOTA	90 ntice to Journeyworker Ratio:1:5 R/SCRAPER	\$59.23 	\$11.49 — — — — — — — — — — — — — — — — — — —	\$22.90 	\$0.00	\$93.6	\$88.45
Apprent LLDOZER/GRADER ERATING ENGINEERS LOC For apprentice rates see "A ISSON & UNDERPIN ORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN	ntice to Journeyworker Ratio:1:5	12/01/2024 06/01/2025 12/01/2025	\$56.40	\$15.55 \$15.55	\$16.50	\$0.00	\$88.45
Apprent LLDOZER/GRADER ERATING ENGINEERS LOC For apprentice rates see "A ISSON & UNDERPIN FORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN	R/SCRAPER	06/01/2025 12/01/2025	\$57.68	\$15.55			
LLDOZER/GRADER ERATING ENGINEERS LOC For apprentice rates see "A ISSON & UNDERPINORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN	R/SCRAPER	06/01/2025 12/01/2025	\$57.68	\$15.55			
For apprentice rates see "A ISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN	R/SCRAPER	06/01/2025 12/01/2025	\$57.68	\$15.55			
For apprentice rates see "A ISSON & UNDERPIN BORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN		06/01/2025 12/01/2025	\$57.68	\$15.55			
ISSON & UNDERPINORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN		12/01/2025			\$16.50	\$0.00	\$89.73
ISSON & UNDERPINORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN			\$59.12		016.50	AA AA	0011
ISSON & UNDERPINORERS - FOUNDATION A. For apprentice rates see "A ISSON & UNDERPIN		06/01/2026		\$15.55	\$16.50	\$0.00	\$91.17
ISSON & UNDERPING ORERS - FOUNDATION A. For apprentice rates see "A. ISSON & UNDERPING				\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "A	Apprentice- OPERATING ENGINEERS"	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "A ISSON & UNDERPIN	INNING BOTTOM MAN	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
ISSON & UNDERPIN	4ND MARINE	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
ISSON & UNDERPIN		12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
ISSON & UNDERPIN		06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
ISSON & UNDERPIN	· LADODED!	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
		12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
		06/01/2025		\$9.65	\$18.22	\$0.00	\$74.82
		12/01/2025		\$9.65	\$18.22	\$0.00	\$70.32
		06/01/2026		\$9.65	\$18.22	\$0.00	\$77.82
		12/01/2026		\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "A	Apprentice- LABORER"	12/01/2020	, φ33.00	Ψ2.03			ψου.υ
ISSON & UNDERPIN		12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
ORERS - FOUNDATION A.	IND MAKINE	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
		12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
		06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
For apprentice rates see "A		12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20

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Classification			Effective Dat	e Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
CARBIDE COR		L OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	2		06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
			12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
			06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
			12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
			06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
			12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
			06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
			12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
	ates see "	Apprentice- LABORER"						
CARPENTER ZON	IF 2 (Fast	tarn Massachusatts)	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
AM ENTERS ZON	E 2 (Eusi	ern wassuchuseus)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
			03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
			09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
			03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42
			rn MA					
			Apprentice Base Wage	Health	Pension			
	1	_						
	2							
	8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77	
			Ammontice Desc Wees	II a alth	Danaian	* *		
		*						
			\$27.98	\$9.83	\$3.40			
			\$27.98	\$9.83	\$3.40			
		70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	
	6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	
	7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	
	8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	
İ	Notes:							
	12/01/2026 \$45.76 \$9.65 \$17.70 \$0.00							
			10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
ARPENTERS-ZONI	E 3 (Wood	i Frame)	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
			10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Issue Date: 03/10/2025 **Wage Request Number:** 20250310-034 **Page 6 of 36**

Supplemental Unemployment

Effective Date Base Wage Health

Pension

Total Rate

All Aspects of New Wood Frame Work

Apprentice -	ARPENTER (Wood Frame) - Zone 3
Effective Date -	10/01/2024

	ve Date -	10/01/2024				Supplemental	
ep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60		\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65		\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.81
Effecti	ive Date -	10/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.06
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.45
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.63
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.02
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.41
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.80
Notes:							

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING 07/01/2024 \$49.19 \$13.35 \$24.21 \$1.80 \$88.55 BRICKLAYERS LOCAL 3 (WORCESTER)

Issue Date: 03/10/2025 **Wage Request Number:**

Pension

Total Rate

	Apprei		MENT MASONRY/PLASTER	ING - Worcester							
	Effecti Step	ve Date - percent	07/01/2024	Apprentice Base Wage	Health	Pen	sion	Supplemental Unemployment		otal Rate	
	1	50		\$24.60	\$13.35	\$1	6.43	\$0.00		\$54.38	
	2	60		\$29.51	\$13.35	\$1	9.21	\$1.80		\$63.87	
	3	65		\$31.97	\$13.35	\$20	0.21	\$1.80		\$67.33	
	4	70		\$34.43	\$13.35	\$2	1.21	\$1.80		\$70.79	
	5	75		\$36.89	\$13.35	\$2	2.21	\$1.80		\$74.25	
	6	80		\$39.35	\$13.35	\$2:	3.21	\$1.80		\$77.71	
	7	90		\$44.27	\$13.35		4.21	\$1.80		\$83.63	
	Notes:	Steps 3,4 an	re 500 hrs. All other steps are	= 1,000 hrs.							
			neyworker Ratio:1:3								
CHAIN SAW (LABORERS - ZON		OR		12/01/202	4 \$40	0.11	\$9.65	\$17.70	\$0.00	S	\$67.46
				06/01/202		1.50	\$9.65	\$17.70	\$0.00		\$68.85
				12/01/202	5 \$42	2.88	\$9.65	\$17.70	\$0.00		\$70.23
				06/01/202			\$9.65	\$17.70	\$0.00		\$71.67
				12/01/202	5 \$4:	5.76	\$9.65	\$17.70	\$0.00		\$73.11
				06/01/202	7 \$4	7.21	\$9.65	\$17.70	\$0.00		\$74.56
				12/01/202	7 \$48	8.66	\$9.65	\$17.70	\$0.00		\$76.01
				06/01/202			\$9.65	\$17.70	\$0.00		\$77.51
For apprentic	e rates see "	Apprentice- LA	BORER"	12/01/202	8 \$5	1.66	\$9.65	\$17.70	\$0.00	9	\$79.01
			TS/HEADING MACHINES	12/01/202	4 \$58	8.18	\$15.55	\$16.50	\$0.00	5	\$90.23
OPERATING ENG	IINEEKS LC	CAL 4		06/01/202	5 \$59	9.51	\$15.55	\$16.50	\$0.00	5	\$91.56
				12/01/202	5 \$60	0.98	\$15.55	\$16.50	\$0.00	5	\$93.03
				06/01/202	5 \$62	2.31	\$15.55	\$16.50	\$0.00	5	\$94.36
For apprentic	e rates see "	Apprentice- OP	ERATING ENGINEERS"	12/01/202	5 \$6.	3.79	\$15.55	\$16.50	\$0.00	\$	\$95.84
COMPRESSO				12/01/202	1 \$3,	6.67	\$15.55	\$16.50	\$0.00	•	\$68.72
OPERATING ENG				06/01/202			\$15.55		\$0.00		\$69.57
				12/01/202			\$15.55 \$15.55		\$0.00		\$70.52
				06/01/202			\$15.55		\$0.00		\$71.38
				12/01/202			\$15.55 \$15.55		\$0.00		\$72.33
For apprentic	e rates see "	Apprentice- OP	ERATING ENGINEERS"	12/01/2020	<i>)</i>	J.20	ψ1	ψ10.50	ψυ.υυ		J 1 4.33
DELEADER (PAINTERS LOCAL				01/01/202	5 \$58	8.46	\$9.95	\$23.95	\$0.00	5	\$92.36

Issue Date: 03/10/2025 **Wage Request Number:** 20250310-034 **Page 8 of 36**

Total Rate

	Step	ive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
	6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
	7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
EMO: ADZE Borers - zon			12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
SOREKO - ZUN	L 2		06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
			12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
			06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
			12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
			06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
			12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
			06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
			12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
		'Apprentice- LABORER"						
MO: BACE Borers - zon		DADER/HAMMER OPERATOR	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
JOREKS - ZON	L 2		06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
			12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
			06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
			12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
			06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
			12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
			06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
			12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
		'Apprentice- LABORER"						
MO: BURN Borers - zon			12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
201			06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
			12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
			06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
			12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
			06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
			12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
			06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
			12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER" DEMO: JACKHAMMER OPERATOR	12/22/224	0.45.55	00.65	¢10.40	¢0.00	Φ 7 5.00
LABORERS - ZONE 2	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40 \$18.40	\$0.00	\$78.80
	06/01/2026 12/07/2026	\$52.30	\$9.65	\$18.40	\$0.00 \$0.00	\$80.35
	06/07/2027	\$53.80 \$55.40	\$9.65 \$9.65	\$18.40	\$0.00	\$81.85 \$83.45
	12/06/2027	\$55.40 \$57.00		\$18.40	\$0.00	\$85.05
	06/05/2028	\$57.00 \$58.68	\$9.65 \$9.65	\$18.40	\$0.00	\$85.03
	12/04/2028	\$60.35	\$9.65 \$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$00.55	\$9.03	\$10.40	φυ.υυ	\$66.40
DEMO: WRECKING LABORER	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$78.11	\$10.08	\$24.29	\$0.00	\$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						

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Classification				Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (08/01/2024	4 \$117.1	5 \$10.08	\$24.29	\$0.00	\$151.53
For apprentice rate	es see "A _l	pprentice- PI	LE DRIVER"						
DRAWBRIDGE O			struction)	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN				09/01/2024	4 \$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCA	L 96			09/07/202:	5 \$48.16	\$14.98	\$19.60	\$0.00	\$82.74
				09/06/2020	5 \$49.38	\$15.96	\$20.00	\$0.00	\$85.34
E	ffective	ice - ELI e Date - percent	ECTRICIAN - Local 96 09/01/2024	Apprentice Base Wage	Haalth	Pension	Supplementa Unemploymer		
$\frac{3}{1}$		40		\$18.82	\$13.99	\$0.56	\$0.0		
2		45		\$21.17	\$13.99 \$13.99	\$0.56	\$0.0		
3		48		\$22.58	\$13.99	\$15.79	\$0.0		
4		55		\$25.88	\$13.99	\$16.26	\$0.0		
5		65		\$30.58	\$13.99	\$16.20	\$0.0		
6		80		\$37.64	\$13.99	\$17.90	\$0.0		
		e Date -	09/07/2025	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1		40		\$19.26	\$14.98	\$0.58	\$0.0	0 \$34.82	
2	2	45		\$21.67	\$14.98	\$0.65	\$0.0	0 \$37.30	
3	3	48		\$23.12	\$14.98	\$16.09	\$0.0	0 \$54.19	
4	ļ	55		\$26.49	\$14.98	\$16.57	\$0.0	0 \$58.04	
5	5	65		\$31.30	\$14.98	\$17.25	\$0.0	0 \$63.53	
6	5	80		\$38.53	\$14.98	\$18.26	\$0.0	0 \$71.77	
N	lotes:	Steps 1-2 a	are 1000 hrs; Steps 3-6 are 1	500 hrs.					
A	pprent	ice to Jou	rneyworker Ratio:2:3***						
ELEVATOR CONSTRU				01/01/202	5 \$62.83	\$16.28	\$21.36	\$0.00	\$100.47
ELEVATOR CONSTRU	CIOKSI	OCAL 41		01/01/2020	5 \$63.68	\$16.38	\$21.76	\$0.00	\$101.82
				01/01/202	7 \$64.53	\$16.48	\$22.16	\$0.00	\$103.17

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	Step	ive Date - 01/01/2025 percent		pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$31.42	\$16.28	\$0.00	\$0.00	\$47.70	
	2	55		\$34.56	\$16.28	\$21.36	\$0.00	\$72.20	
	3	65		\$40.84	\$16.28	\$21.36	\$0.00	\$78.48	
	4	70		\$43.98	\$16.28	\$21.36	\$0.00	\$81.62	
	5	80		\$50.26	\$16.28	\$21.36	\$0.00	\$87.90	
	Effecti	ive Date - 01/01/2026	5				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.84	\$16.38	\$0.00	\$0.00	\$48.22	
	2	55		\$35.02	\$16.38	\$21.76	\$0.00	\$73.16	
	3	65		\$41.39	\$16.38	\$21.76	\$0.00	\$79.53	
	4	70		\$44.58	\$16.38	\$21.76	\$0.00	\$82.72	
	5	80		\$50.94	\$16.38	\$21.76	\$0.00	\$89.08	
	Notes:	Steps 1-2 are 6 mos.; 5	Steps 3-5 are 1 year						
	Appre	ntice to Journeyworke	r Ratio:1:1						
		JCTOR HELPER		01/01/2025	5 \$43.98	\$16.28	\$21.36	\$0.00	\$81.62
VATOR CONS	TRUCTOR	S LOCAL 41		01/01/2026	5 \$44.58	\$16.38	\$21.76	\$0.00	\$82.72
For apprentic	e rates see '	"Apprentice - ELEVATOR CO	NSTRUCTOR"	01/01/2027	7 \$45.17	\$16.48	\$22.16	\$0.00	\$83.81
		IL ERECTOR (HEAVY		12/01/2024	4 \$40.11	\$9.65	\$17.80	\$0.00	\$67.56
		Y & HIGHWAY)	,	06/01/2025			\$17.80	\$0.00	\$68.95
				12/01/2025			\$17.80	\$0.00	\$70.33
				06/01/2026			\$17.80	\$0.00	\$71.77
				12/01/2020		\$9.65	\$17.80	\$0.00	\$73.21
For apprentic	e rates see '	"Apprentice- LABORER (Hea	vy and Highway)	12,01,202	φ12.70	ψ,.05	4-1.10	*****	Ψ73.2
		RSON-BLDG,SITE,HV	Y/HWY	11/01/2024	\$51.78	\$15.30	\$16.40	\$0.00	\$83.48
RATING ENG	INEERS L	OCAL 4		05/01/2025	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
				11/01/2025	\$54.51	\$15.30	\$16.40	\$0.00	\$86.21
				05/01/2026	5 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
				11/01/2026	\$57.24	\$15.30	\$16.40	\$0.00	\$88.94
				05/01/2027	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		"Apprentice- OPERATING EN							
LD ENG.P. Rating eng		HIEF-BLDG,SITE,HVY OCAL 4	//HWY	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
<i>Li</i>	,	,		05/01/2025	5 \$54.82	\$15.30	\$16.40	\$0.00	\$86.52
				11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
				05/01/2026	5 \$57.57	\$15.30	\$16.40	\$0.00	\$89.27
				11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
				05/01/2027	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	\$26.22	\$15.30	\$16.40	\$0.00	\$57.92
	11/01/2025	\$26.98	\$15.30	\$16.40	\$0.00	\$58.68
	05/01/2026	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$47.02	\$15.55	\$16.50	\$0.00	\$79.07
	12/01/2025	\$48.19	\$15.55	\$16.50	\$0.00	\$80.24
	06/01/2026	\$49.25	\$15.55	\$16.50	\$0.00	\$81.30
	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	12/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	06/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
	12/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effect	ive Date - 03/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.74	\$8.83	\$1.76	\$0.00	\$35.33
2	55	\$27.21	\$8.83	\$1.76	\$0.00	\$37.80
3	60	\$29.68	\$8.83	\$3.52	\$0.00	\$42.03
4	65	\$32.16	\$8.83	\$3.52	\$0.00	\$44.51
5	70	\$34.63	\$8.83	\$16.75	\$0.00	\$60.21
6	75	\$37.10	\$8.83	\$16.75	\$0.00	\$62.68
7	80	\$39.58	\$8.83	\$18.51	\$0.00	\$66.92
8	85	\$42.05	\$8.83	\$18.51	\$0.00	\$69.39

Apprentice to Journeyworker Ratio:1:1

Step 1&2 \$32.63/ 3&4 \$39.28/ 5&6 \$59.86/ 7&8 \$66.52

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

	Appre		ER - Local 35 Zone 2						
	Effect Step	ive Date - 01 percent	/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50		\$23.98	\$9.95	\$0.00	\$0.00	\$33.93	
	2	55		\$26.38	\$9.95	\$6.66	\$0.00	\$42.99)
	3	60		\$28.78	\$9.95	\$7.26	\$0.00	\$45.99)
	4	65		\$31.17	\$9.95	\$7.87	\$0.00	\$48.99)
	5	70		\$33.57	\$9.95	\$20.32	\$0.00	\$63.84	1
	6	75		\$35.97	\$9.95	\$20.93	\$0.00	\$66.85	;
	7	80		\$38.37	\$9.95	\$21.53	\$0.00	\$69.85	;
	8	90		\$43.16	\$9.95	\$22.74	\$0.00	\$75.85	i
	Notes	Steps are 750	hra						
		Steps are 730	III'S.						
	Appre	entice to Journe	yworker Ratio:1:1						
		R/CRANES/GR	ADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENG	SINEERS L	OCAL 4		06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
				12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
				06/01/2020	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
				12/01/2020	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
HOISTING EN	NGINEE	R/CRANES/GR		06/01/202: 12/01/202: 06/01/2020	\$58.33 \$59.78 \$6 \$61.08	\$15.55 \$15.55 \$15.55	\$16.50 \$16.50 \$16.50	\$0.00 \$0.00 \$0.00	\$90.38 \$91.83 \$93.13

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Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

	Effectiv	e Date - 1	2/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	55		\$31.37	\$0.00	\$0.00	\$0.00	\$31.3	37
	2	60		\$34.22	\$15.55	\$16.50	\$0.00	\$66.2	27
	3	65		\$37.07	\$15.55	\$16.50	\$0.00	\$69.1	12
	4	70		\$39.92	\$15.55	\$16.50	\$0.00	\$71.9) 7
	5	75		\$42.77	\$15.55	\$16.50	\$0.00	\$74.8	32
	6	80		\$45.62	\$15.55	\$16.50	\$0.00	\$77.6	57
	7	85		\$48.48	\$15.55	\$16.50	\$0.00	\$80.5	53
	8	90		\$51.33	\$15.55	\$16.50	\$0.00	\$83.3	38
	Effectiv	e Date - 0	6/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	55		\$32.08	\$0.00	\$0.00	\$0.00	\$32.0)8
	2	60		\$35.00	\$15.55	\$16.50	\$0.00	\$67.0)5
	3	65		\$37.91	\$15.55	\$16.50	\$0.00	\$69.9)6
	4	70		\$40.83	\$15.55	\$16.50	\$0.00	\$72.8	38
	5	75		\$43.75	\$15.55	\$16.50	\$0.00	\$75.8	30
	6	80		\$46.66	\$15.55	\$16.50	\$0.00	\$78.7	71
	7	85		\$49.58	\$15.55	\$16.50	\$0.00	\$81.6	53
	8	90		\$52.50	\$15.55	\$16.50	\$0.00	\$84.5	55
	Notes:								
	Appren	tice to Journ	neyworker Ratio:1:6						
HVAC (DUCTV Sheetmetal wob		CAL 63		01/01/2025	5 \$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice	rates see "A	apprentice- SHE	ET METAL WORKER"						
HVAC (ELECT		CONTROLS)		09/01/2024	4 \$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LO	CAL 96			09/07/2025	5 \$48.16	\$14.98	\$19.60	\$0.00	\$82.74
.		e PLD	OTD LOVA NU	09/06/2026	5 \$49.38	\$15.96	\$20.00	\$0.00	\$85.34
		DALANCINI							
HVAC (TESTIN Sheetmetal woh			G - AIK)	01/01/2025	5 \$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice	rates see "A	apprentice- SHE	ET METAL WORKER"						
HVAC (TESTIN		BALANCIN	G -WATER)	03/01/2025	5 \$56.40	\$9.90	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAI	L 4			09/01/2025	5 \$57.80	\$9.90	\$17.77	\$0.00	\$85.47
For apprentice	rates see "A	nnrentice- PIPF	FITTER" or "PLUMBER/PIPEF	03/01/2026	5 \$59.20	\$9.90	\$17.77	\$0.00	\$86.87
HVAC MECHA					5 \$56.40	\$0.00	\$17.77	\$0.00	
PLUMBERS LOCAL				03/01/2025			\$17.77	\$0.00	\$84.07 \$85.47
				09/01/2025					\$85.47
				03/01/2026	5 \$59.20	\$9.90	\$17.77	\$0.00	\$86.87

Classification		Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS		12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2		06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
		12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
		06/01/2020	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
		12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
		06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
		12/01/2027	7 \$49.16	\$9.65	\$17.70	\$0.00	\$76.51
		06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
		12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LA	BORER"						
HYDRAULIC DRILLS (HEAVY & LABORERS - ZONE 2 (HEAVY & HIGHWAY)	,	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
ZIDOKEKS - ZOME 2 (HEM T & HIGHWAI)		06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
		12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
		06/01/2020	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
		12/01/2020	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LA	BORER (Heavy and Highway)						
NSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WO	ORCESTER)	09/01/2024	*-	\$14.75	\$19.61	\$0.00	\$85.59
		09/01/2025	44	\$14.75	\$19.61	\$0.00	\$88.67
		09/01/2026	5 \$57.38	\$14.75	\$19.61	\$0.00	\$91.74
1.1	BESTOS INSULATOR (Pipe. 09/01/2024	s & Tanks) - Local 6 Wo Apprentice Base Wage		Pension	Supplementa Unemploymen		
$\frac{\text{step} \text{percent}}{1 50}$							
_		\$25.62	\$14.75	\$14.32	\$0.00		
		\$30.74	\$14.75	\$15.37	\$0.00		
3 70		\$35.86	\$14.75	\$16.43	\$0.00		
4 80		\$40.98	\$14.75	\$17.49	\$0.00	\$73.22	
Effective Date - Step percent	09/01/2025	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		;

KER/WELI	DER	03/16/2024	4 \$53.6	7 \$8.35	\$26.70	\$0.00 \$88
Appre	entice to Journeyworker Ratio:1:	4				
Notes:	Steps are 1 year					
4	80	\$43.45	\$14.75	\$17.49	\$0.00	\$75.69
3	70	\$38.02	\$14.75	\$16.43	\$0.00	\$69.20
2	60	\$32.59	\$14.75	\$15.37	\$0.00	\$62.71
1	50	\$27.16	\$14.75	\$14.32	\$0.00	\$56.23
Effecti Step	ive Date - 09/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22
3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
	30	\$23.02	\$14.73	\$14.32	\$0.00	\$34.09

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IRONWORKERS LOCAL 7 (WORCESTER AREA)

Pension

\$17.70

\$9.65

\$0.00

\$78.76

Ef Ste	fective Date ep perce		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ite
$\frac{38}{1}$			\$32.20	\$8.35	\$26.70	\$0.00	\$67.2	
2			\$37.57	\$8.35	\$26.70	\$0.00	\$72.0	
3	75		\$40.25	\$8.35	\$26.70	\$0.00	\$75.3	
4			\$42.94	\$8.35	\$26.70	\$0.00	\$77.9	
5	85		\$45.62	\$8.35	\$26.70	\$0.00	\$80.0	
6	90		\$48.30	\$8.35	\$26.70	\$0.00	\$83.	
No	otes:							-
		o Journeyworker Ratio:1:4						
ACKHAMMER & .ABORERS - ZONE 2	z PAVING	BREAKER OPERATOR	12/01/2024		\$9.65	\$17.70	\$0.00	\$67.46
EGILLIG EGINE 2			06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
			12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
			06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
			12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
			06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
			12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
			06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
			12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"						
ABORER ZONE 2			12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
ABORERS - ZONE 2			06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
			12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
			06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
			12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
			06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
			12/01/2027		\$9.65	\$17.70	\$0.00	\$75.76
			06/01/2028		\$9.65	\$17.70	\$0.00	\$77.26

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12/01/2028

\$51.41

Total Rate

Step	rive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$23.92	\$9.65	\$17.70	\$0.00	\$51.27	
2	70		\$27.90	\$9.65	\$17.70	\$0.00	\$55.25	
3	80		\$31.89	\$9.65	\$17.70	\$0.00	\$59.24	
4	90		\$35.87	\$9.65	\$17.70	\$0.00	\$63.22	
Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.75	\$9.65	\$17.70	\$0.00	\$52.10	
2	70		\$28.88	\$9.65	\$17.70	\$0.00	\$56.23	
3	80		\$33.00	\$9.65	\$17.70	\$0.00	\$60.35	
4	90		\$37.13	\$9.65	\$17.70	\$0.00	\$64.48	
Notes	:							
Appre	entice to Jou	rneyworker Ratio:1:5						
RER (HEAVY &			12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.31
RS - ZONE 2 (HEAV	Y & HIGHWAY	()	06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.70
			12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
			06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.52
			12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96
		BORER (Heavy & Highwo	y) - Zone 2			Constant		
	entice - LA ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Effect	ive Date -		Apprentice Base Wage \$23.92	Health \$9.65	Pension \$17.80		Total Rate \$51.37	
Effect Step	ive Date -					Unemployment		
Effect Step	percent 60		\$23.92	\$9.65	\$17.80	Unemployment \$0.00	\$51.37	
Step 1 2	percent 60 70		\$23.92 \$27.90	\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$51.37 \$55.35	
Step 1 2 3 4 Effect	percent 60 70 80		\$23.92 \$27.90 \$31.89 \$35.87	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00	\$51.37 \$55.35 \$59.34	
Step 1 2 3 4 Effect Step	percent 60 70 80 90 sive Date - percent	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$51.37 \$55.35 \$59.34 \$63.32	
Effect Step 1 2 3 4 Effect Step 1	60 70 80 90 sive Date - percent 60	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20	
Effect Step 1 2 3 4 Effect Step 1 2 2 3 4	60 70 80 90 ive Date - percent 60 77 60 70 70 70 70	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage \$24.75 \$28.88	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20 \$56.33	
Effect Step 1 2 3 4 Effect Step 1	60 70 80 90 sive Date - percent 60	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20	

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZUNE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.95	\$9.65	\$17.76	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$41.34	\$9.65	\$17.76	\$0.00	\$68.75
	12/01/2025	\$42.72	\$9.65	\$17.76	\$0.00	\$70.13
	06/01/2026	\$44.16	\$9.65	\$17.76	\$0.00	\$71.57
	12/07/2026	\$45.60	\$9.65	\$17.76	\$0.00	\$73.01
	06/07/2027	\$47.05	\$9.65	\$17.76	\$0.00	\$74.46
	12/06/2027	\$48.50	\$9.65	\$17.76	\$0.00	\$75.91
	06/05/2028	\$50.00	\$9.65	\$17.76	\$0.00	\$77.41
	12/04/2028	\$51.50	\$9.65	\$17.76	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"	12/01/2020	φε 1.0 σ	ψ,,,,,	•	• • • • • • • • • • • • • • • • • • • •	Ψ, σι, τ
LABORER: MASON TENDER	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
For apprentice rates see "Apprentice- LABORER"	12/01/2020	Ψ51.00	Ψ2.03	227.70	42.00	Ψ12.01
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$70.33
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	ψτυ./Ο	Ψ2.03	φ17.00	ψυ.ου	ψ / J . Δ 1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
LABORER: TREE REMOVER	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction . For apprentice rates see "Apprentice-LABC				s construction	or site	****
LASER BEAM OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
ABOKEKS - ZONE 2 (HEAV I & HIGHWAI)	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
The second secon	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

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Effe	ctive Date -	02/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
Effe	ctive Date -	08/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15	
2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36	
3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57	
4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77	
5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98	
Note	es:							
İ							i	
App	rentice to Jo	urneyworker Ratio:1:3						
	TILELAYEF	RS & TERRAZZO MECH	02/01/2025	5 \$65.82	\$11.49	\$23.56	\$0.00	\$100
EKS LUCAL 3 -	MAKBLE & IIL	,E	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104
			08/01/2026	5 \$71.52	\$11.49	\$23.56	\$0.00	\$106

02/01/2027

\$72.92

\$23.56

\$11.49

\$0.00

\$107.97

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Pension

Total Rate

		ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	Appre	ntice to Joi	urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
ERATING ENGL	VEERS LC	CAL 4		06/01/202	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/202	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
CHANICS I				12/01/202	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
RATING ENGL	veeks LC	CAL 4		06/01/202	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/202	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice	rates see "	Apprentice- (DPERATING ENGINEERS"	12/01/2020	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
				01/06/202	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
LLWRIGHT	(Zone 2)		01/06/202:	343.09	\$10.06	⊅∠1. 4 /	\$U.UU	3/0.04

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Pension

Total Rate

	Step	percent 01/06		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
	2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
	3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
	4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
	Effect	ive Date - 01/05/	/2026				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$26.08	\$10.08	\$5.50	\$0.00	\$41.66	
	2	65		\$30.82	\$10.08	\$6.50	\$0.00	\$47.40	
	3	75		\$35.57	\$10.08	\$18.97	\$0.00	\$64.62	
	4	85		\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
		but do receive and Steps are 2,000 h	nuity. (Step 1 \$5.72, ours	20 receive no pension, Step 2 \$6.66)					
	Appre	ntice to Journeyw	orker Ratio:1:4						
MORTAR MIXER LABORERS - ZONE 2				12/01/2024	4 \$40.11	\$9.65	\$17.70	\$0.00	\$67.40
ORERO ZOW				06/01/202:	5 \$41.50	\$9.65	\$17.70	\$0.00	\$68.85
				12/01/202:	5 \$42.88	\$9.65	\$17.70	\$0.00	\$70.23
				06/01/2020	6 \$44.32	\$9.65	\$17.70	\$0.00	\$71.6
				12/01/2020	6 \$45.76	\$9.65	\$17.70	\$0.00	\$73.11
				06/01/2027	7 \$47.21	\$9.65	\$17.70	\$0.00	\$74.56
				12/01/2027	7 \$48.66	\$9.65	\$17.70	\$0.00	\$76.0
				06/01/2028	8 \$50.16	\$9.65	\$17.70	\$0.00	\$77.5
For apprentice	rates see	'Apprentice- LABOREF	ζ"	12/01/2028	8 \$51.66	\$9.65	\$17.70	\$0.00	\$79.0
		N TRUCK CRANE	S,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
ERATING ENG	NEEKS LO	JCAL 4		06/01/2025	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.6
				12/01/2025	5 \$26.63	\$15.30	\$16.40	\$0.00	\$58.33
				06/01/2020	6 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
_				12/01/2020	6 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
••		'Apprentice- OPERATII					<u></u>		
ER (TRUC RATING ENG		NES, GRADALLS) OCAL 4)	12/01/2024			\$16.40	\$0.00	\$62.78
				06/01/202:			\$16.40	\$0.00	\$63.50
				12/01/202:			\$16.40	\$0.00	\$64.30
				06/01/2020			\$16.40	\$0.00	\$65.02
				12/01/2020	6 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes:						
	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					
AY OR	SANDBLAST, NEW) *	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00 \$83.26

PAINTER (SPRAY OR SANDBLAST, NEW) *

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Step	ive Date - 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
)	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11

Apprentice to Journeyworker Ratio:1:1

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^{*} If 30% or more of surfaces to be painted are new construction,

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32
PAINTERS LOCAL 35 - ZONE 2						

Apprentice - PAINTER I	ocal 35 Zone 2 -	- Spray/Sandblast -	Repaint
------------------------	------------------	---------------------	---------

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes:						. — — —
	Steps are 750 hrs.					l I
Apprei	ntice to Journeyworker Ratio:1:1					
AINTER / TAPER (BR	RUSH, NEW) *	01/01/2025	5 \$47.	96 \$9.95	\$23.95	\$0.00 \$81.86

^{*} If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:						
İ	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:					
TER / TAPER (BI	RUSH, REPAINT)	01/01/2025	5 \$46.	02 \$9.95	\$23.95 \$	50.00 \$79.92

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Pension

Total Rate

	apprentice - Effective Date	PAINTER Local 35 Zone 2 - BF - 01/01/2025	RUSH REPAINT					
	tep percen		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
1	1 50		\$23.01	\$9.95	\$0.00	\$0.00		\$32.96
2	2 55		\$25.31	\$9.95	\$6.66	\$0.00		\$41.92
3	3 60		\$27.61	\$9.95	\$7.26	\$0.00		\$44.82
4	4 65		\$29.91	\$9.95	\$7.87	\$0.00		\$47.73
5	5 70		\$32.21	\$9.95	\$20.32	\$0.00		\$62.48
ϵ	5 75		\$34.52	\$9.95	\$20.93	\$0.00		\$65.40
7	7 80		\$36.82	\$9.95	\$21.53	\$0.00		\$68.30
8	90		\$41.42	\$9.95	\$22.74	\$0.00		\$74.11
N								
i	Steps a	re 750 hrs.						İ
A	pprentice to	Journeyworker Ratio:1:1						
		GS (HEAVY/HIGHWAY)	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.31
ABORERS - ZONE 2	(HEAVY & HIGH	WAY)	06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.70
			12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
			06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.52
			12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96
		e- LABORER (Heavy and Highway)						
ANEL & PICKU EAMSTERS JOINT C			01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
EAMSTERS JOINT C	OONCIL NO. 10 I	LONE B	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2027	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
IER AND DOCK ECK) ILE DRIVER LOCAL For apprentice rate	56 (ZONE 2)	TOR (UNDERPINNING AND	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
ILE DRIVER	56 (ZONE 2)		08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34

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Total Rate

		w/lic \$	-		5 w/lic		•
Apprei	ntice to	Journe	yworl	ker F	Ratio:1:3	3	

Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%

4

5

Notes:

70

80

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\$39.48

\$45.12

\$9.90

\$9.90

\$8.06

\$8.06

\$0.00

\$0.00

\$57.44

\$63.08

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.)	03/01/2025	\$56.40	\$9.90	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAL 4	09/01/2025	\$57.80	\$9.90	\$17.77	\$0.00	\$85.47
	03/01/2026	\$59.20	\$9.90	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
Established Annual LADOREN	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER" PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	10/01/0001	0.40.44	***	#17.00		
HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
POWDERMAN & BLASTER	12/01/2024	£40.0 <i>C</i>	¢0.65	\$17.70	00.00	¢(0.21
ABORERS - ZONE 2	12/01/2024	\$40.86	\$9.65	\$17.70	\$0.00	\$68.21
	06/01/2025	\$42.25	\$9.65	\$17.70	\$0.00	\$69.60
	12/01/2025	\$43.63	\$9.65	\$17.70	\$0.00	\$70.98
	06/01/2026	\$45.07	\$9.65	\$17.70	\$0.00	\$72.42
	12/01/2026	\$46.51	\$9.65	\$17.70	\$0.00	\$73.86
	06/01/2027	\$47.96	\$9.65	\$17.70	\$0.00	\$75.31
	12/01/2027	\$49.41	\$9.65	\$17.70	\$0.00	\$76.76
	06/01/2028	\$50.91	\$9.65	\$17.70	\$0.00	\$78.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.41	\$9.65	\$17.70	\$0.00	\$79.76
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$42.25	\$9.40	\$17.55	\$0.00	\$69.20
	12/01/2025	\$43.63	\$9.40	\$17.55	\$0.00	\$70.58
	06/01/2026	\$45.07	\$9.40	\$17.55	\$0.00	\$72.02
	12/01/2026	\$46.51	\$9.40	\$17.55	\$0.00	\$73.46
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
N BIGITINO BIVORIBBIO DOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - Dauphinais (Bellingham)	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
BORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
ROOFERS LOCAL 33	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

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Pension

percent 02/01/2025 percent 50 60 65 75 85 re Date - 08/01/2025	\$26.02 \$31.22 \$33.82 \$39.02 \$44.23	Health \$13.28 \$13.28 \$13.28 \$13.28 \$13.28	Pension \$15.55 \$21.70 \$21.70 \$21.70 \$21.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$54.85 \$66.20 \$68.80 \$74.00	
50 60 65 75 85 re Date - 08/01/2025	\$26.02 \$31.22 \$33.82 \$39.02	\$13.28 \$13.28 \$13.28 \$13.28	\$15.55 \$21.70 \$21.70 \$21.70	\$0.00 \$0.00 \$0.00	\$54.85 \$66.20 \$68.80	
60 65 75 85 Ye Date - 08/01/2025	\$31.22 \$33.82 \$39.02	\$13.28 \$13.28 \$13.28	\$21.70 \$21.70 \$21.70	\$0.00 \$0.00	\$66.20 \$68.80	
65 75 85 re Date - 08/01/2025	\$33.82 \$39.02	\$13.28 \$13.28	\$21.70 \$21.70	\$0.00	\$68.80	
75 85 re Date - 08/01/2025	\$39.02	\$13.28	\$21.70	*		
85 ve Date - 08/01/2025				\$0.00	\$74.00	
re Date - 08/01/2025	\$44.23	\$13.28	\$21.70		φ, 1.00	
				\$0.00	\$79.21	
				Supplemental		
percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
50	\$26.77	\$13.28	\$15.55	\$0.00	\$55.60	
60	\$32.12	\$13.28	\$21.70	\$0.00	\$67.10	
65	\$34.79	\$13.28	\$21.70	\$0.00	\$69.77	
75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13	
85	\$45.50	\$13.28	\$21.70	\$0.00	\$80.48	
** 1:5, 2:6-10, the 1:10; Reroofing	: 1:4, then 1:1					
tice to Journeyworker Ratio:**						
E / PRECAST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	08/01/2025	\$53.78	\$13.28	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
Apprentice- ROOFER"						
	01/01/2025	\$42.23	¢12.20	\$18.74	\$2.13	\$75.30
2	** 1:5, 2:6-10, the 1:10; Reroofing Step 1 is 2000 hrs.; Steps 2-5 are (Hot Pitch Mechanics' receive \$1. tice to Journeyworker Ratio: ** E / PRECAST CONCRETE	** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) tice to Journeyworker Ratio:** E / PRECAST CONCRETE 02/01/2025 02/01/2026	** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) tice to Journeyworker Ratio:** E/PRECAST CONCRETE 02/01/2025 \$52.28 08/01/2025 \$53.78 02/01/2026 \$55.03	** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) tice to Journeyworker Ratio:** 2 / PRECAST CONCRETE 02/01/2025 \$52.28 \$13.28 08/01/2025 \$53.78 \$13.28 02/01/2026 \$55.03 \$13.28	** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) tice to Journeyworker Ratio:** 2 / PRECAST CONCRETE 02/01/2025 \$52.28 \$13.28 \$21.70 08/01/2025 \$53.78 \$13.28 \$21.70 02/01/2026 \$55.03 \$13.28 \$21.70	** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) ** 2/ PRECAST CONCRETE ** 02/01/2025 \$52.28 \$13.28 \$21.70 \$0.00 \$08/01/2025 \$53.78 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.03 \$13.28 \$21.70 \$0.00 \$02/01/2026 \$55.00 \$02/01/2026 \$55.00 \$0.00 \$02/01/2026 \$55.00 \$0.00 \$02/01/2026 \$55.00 \$0.00 \$02/01/2026 \$55.00 \$0.00 \$0.00 \$02/01/2026 \$55.00 \$0

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Total Rate

Pension

	E ffecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
1	1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$3	30.20
2	2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$3	33.56
3	3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$4	40.80
4	4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$4	13.60
5	5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$4	16.40
6	6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$4	19.20
7	7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$5	52.00
8	8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$6	52.98
g	9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$6	65.79
1	10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$6	58.59
N	Notes:							
A	Apprei	ntice to Journeyworker Ratio:1:3						_
		MOVING EQUIP < 35 TONS	01/01/202	5 \$40.2	24 \$15.57	\$20.17	\$0.00	\$75.98
EAMSTERS JOINT C	OUNCI	IL NO. 10 ZONE B	06/01/202	5 \$41.2	24 \$15.57	\$20.17	\$0.00	\$76.98
			12/01/202	5 \$41.2	24 \$15.57	\$21.78	\$0.00	\$78.59
			01/01/202	6 \$41.2	24 \$16.17	\$21.78	\$0.00	\$79.19
			06/01/202	6 \$42.2	24 \$16.17	\$21.78	\$0.00	\$80.19
			12/01/202	6 \$42.2	24 \$16.17	\$23.52	\$0.00	\$81.93
			01/01/202	7 \$42.2	24 \$16.77	\$23.52	\$0.00	\$82.53
		MOVING EQUIP > 35 TONS	01/01/202	5 \$40.5	53 \$15.57	\$20.17	\$0.00	\$76.27
EAMSTERS JOINT C	OUNCI	L NO. 10 ZONE B	06/01/202	5 \$41.5	\$15.57	\$20.17	\$0.00	\$77.27
			12/01/202	5 \$41.5	53 \$15.57	\$21.78	\$0.00	\$78.88

01/01/2026

06/01/2026

12/01/2026

01/01/2027

03/01/2025

\$41.53

\$42.53

\$42.53

\$42.53

\$72.14

\$16.17

\$16.17

\$16.17

\$16.77

\$11.51

\$21.78

\$21.78

\$23.52

\$23.52

\$23.80

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$79.48

\$80.48

\$82.22

\$82.82

\$107.45

SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

SPRINKLER FITTER

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Total Rate

Pension

	entice - SPRINKLER FITTER - I	Local 550 (Section A) Zone 1					
Effect Step	tive Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$25.25	\$11.51	\$13.07	\$0.00	\$49.83	
2	40	\$28.86	\$11.51	\$13.90	\$0.00	\$54.27	
3	45	\$32.46	\$11.51	\$14.73	\$0.00	\$58.70	
4	50	\$36.07	\$11.51	\$15.55	\$0.00	\$63.13	
5	55	\$39.68	\$11.51	\$16.37	\$0.00	\$67.56	
6	60	\$43.28	\$11.51	\$17.20	\$0.00	\$71.99	
7	65	\$46.89	\$11.51	\$18.03	\$0.00	\$76.43	
8	70	\$50.50	\$11.51	\$18.85	\$0.00	\$80.86	
9	75	\$54.11	\$11.51	\$19.67	\$0.00	\$85.29	
10	80	\$57.71	\$11.51	\$20.50	\$0.00	\$89.72	
	s: Apprentice entered prior 9/30/10 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours rentice to Journeyworker Ratio:1						
STEAM BOILER OP	<u> </u>	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS	LOCAL 4	06/01/202:			\$16.50	\$0.00	\$89.73
		12/01/202:			\$16.50	\$0.00	\$91.17
		06/01/2020			\$16.50	\$0.00	\$92.45
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2020	6 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
*	OPELLED OR TRACTOR DRAW	/N 12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS	LOCAL 4	06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
		12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
		06/01/2020	6 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2020	6 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
TERRAZZO FINISHI		02/01/202	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 -		08/01/2023			\$23.59	\$0.00	\$99.82 \$101.97
					\$23.59		
		02/01/2020	6 \$68.24	\$11.49	\$43.37	\$0.00	\$103.32

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08/01/2026

02/01/2027

\$70.44

\$71.84

\$23.59

\$23.59

\$11.49

\$11.49

\$0.00

\$0.00

\$105.52

\$106.92

	Step	ve Date - 02/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	<u>)</u>
	3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40)
	4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	,
	5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	i
	Effecti	ve Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$33.45	\$11.49	\$23.59	\$0.00	\$68.53	i
	2	60	\$40.13	\$11.49	\$23.59	\$0.00	\$75.21	
	3	70	\$46.82	\$11.49	\$23.59	\$0.00	\$81.90	,
	4	80	\$53.51	\$11.49	\$23.59	\$0.00	\$88.59	,
	5	90	\$60.20	\$11.49	\$23.59	\$0.00	\$95.28	;
	Notes:							
	Appre	ntice to Journeyworker Ratio	:1:3					
ST BORING	3 DRILL	ER	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.1:
ORERS - FOU	NDATION	AND MARINE	06/01/2025			\$18.22	\$0.00	\$80.6
			12/01/2025			\$18.22	\$0.00	\$82.1:
			06/01/2026			\$18.22	\$0.00	\$83.70
			12/01/2026			\$18.22	\$0.00	\$85.20
For apprentice	e rates see "	Apprentice- LABORER"						
		ER HELPER AND MARINE	12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
OREKS - FOU	NDAIION .	AND MARINE	06/01/2025	\$48.57	\$9.65	\$18.22	\$0.00	\$76.4
			12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.9
			06/01/2026	\$51.62	\$9.65	\$18.22	\$0.00	\$79.4
For annuartic	a ratas sas "	Appropriate LADODED!	12/01/2026	\$53.12	\$9.65	\$18.22	\$0.00	\$80.9
ST BORING		Apprentice- LABORER" RER	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
		AND MARINE	06/01/2025			\$18.22	\$0.00	\$76.3
			12/01/2025			\$18.22	\$0.00	\$77.82
			06/01/2026			\$18.22	\$0.00	\$79.3
			12/01/2026			\$18.22	\$0.00	\$80.8
For apprentice	e rates see "	Apprentice- LABORER"	12/01/2020	. ψυυ.ου	Ψ2.03	+ 	2	ψου.υ
		LE STEAM GENERATORS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.4
ERATING ENG	INEERS LO	OCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.1
			06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.4
			12/01/2026			\$16.50	\$0.00	\$93.8

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
LADURERS (COMPRESSED AIR)	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
TORERS (FREE AIR TOWNEL)	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
	12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN	09/01/2024	\$35.29	\$13.99	\$17.57	\$0.00	\$66.85
ELECTRICIANS LOCAL 96	09/07/2025	\$36.12	\$14.98	\$17.91	\$0.00	\$69.01
	09/06/2026	\$37.04	\$15.96	\$18.27	\$0.00	\$71.27

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Supplemental **Total Rate**

	Step	ve Date - 09/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$17.65	\$13.99	\$4.41	\$0.00	\$36.05	
	2	55	\$19.41	\$13.99	\$4.46	\$0.00	\$37.86	
	3	60	\$21.17	\$13.99	\$17.15	\$0.00	\$52.31	
	4	65	\$22.94	\$13.99	\$17.20	\$0.00	\$54.13	
	5	70	\$24.70	\$13.99	\$17.25	\$0.00	\$55.94	
	6	75	\$26.47	\$13.99	\$17.30	\$0.00	\$57.76	
	7	80	\$28.23	\$13.99	\$17.36	\$0.00	\$59.58	
	8	85	\$30.00	\$13.99	\$17.41	\$0.00	\$61.40	
	Effecti	ve Date - 09/07/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.06	\$14.98	\$4.51	\$0.00	\$37.55	
	2	55	\$19.87	\$14.98	\$4.57	\$0.00	\$39.42	
	3	60	\$21.67	\$14.98	\$17.48	\$0.00	\$54.13	
	4	65	\$23.48	\$14.98	\$17.53	\$0.00	\$55.99	
	5	70	\$25.28	\$14.98	\$17.59	\$0.00	\$57.85	
	6	75	\$27.09	\$14.98	\$17.64	\$0.00	\$59.71	
	7	80	\$28.90	\$14.98	\$17.70	\$0.00	\$61.58	
	8	85	\$30.70	\$14.98	\$17.75	\$0.00	\$63.43	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:1						
ON DRIL		ATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
RERS - ZONE	E 2		06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
			12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
			06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
			12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
			06/01/2027	7 \$47.71	\$9.65	\$17.70	\$0.00	\$75.06
				7 \$49.16	\$9.65	\$17.70	\$0.00	\$76.51
			12/01/2027	υ τ σ.10				
			12/01/2027 06/01/2028		\$9.65	\$17.70	\$0.00	\$78.01
				\$50.66		\$17.70 \$17.70	\$0.00 \$0.00	
		Apprentice- LABORER"	06/01/2028 12/01/2028	\$ \$50.66 \$ \$52.16	\$9.65	\$17.70	\$0.00	\$78.01 \$79.51
ON DRIL	L OPER	Apprentice- LABORER" ATOR (HEAVY & HIGHWAY) Y & HIGHWAY)	06/01/2028 12/01/2028 12/01/2024	\$ \$50.66 \$ \$52.16 4 \$40.11	\$9.65 \$9.65	\$17.70 \$17.80	\$0.00 \$0.00	\$79.51 \$67.56
ON DRIL	L OPER	ATOR (HEAVY & HIGHWAY)	06/01/2028 12/01/2028 12/01/2022 06/01/2023	\$ \$50.66 \$ \$52.16 4 \$40.11 5 \$41.50	\$9.65 \$9.65 \$9.65	\$17.70 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00	\$79.51 \$67.56 \$68.95
ON DRIL	L OPER	ATOR (HEAVY & HIGHWAY)	06/01/2028 12/01/2028 12/01/2024	\$ \$50.66 \$ \$52.16 4 \$40.11 5 \$41.50 5 \$42.88	\$9.65 \$9.65 \$9.65	\$17.70 \$17.80	\$0.00 \$0.00	\$79.51 \$67.56

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
WATER METER INSTALLER	03/01/2025	\$56.40	\$9.90	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAL 4	09/01/2025	\$57.80	\$9.90	\$17.77	\$0.00	\$85.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLU	03/01/2026	\$59.20	\$9.90	\$17.77	\$0.00	\$86.87

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.

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